

BPR项目的实施:革命性变革和渐进性变革

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Implementation of Business Process Reengineering:Revolutionary Change and Evolutionary Change

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摘要 进入变化时代后,如何应对变化是公司的每一位成员必须面对的现实。理论界一直争论的革命性变化和渐进性变化两种策略各有其长,各有优势。本文探讨了这两种变化策略的特点,比较了它们的异同之处,并且总结了几条如何正确应用革命性变化和渐进性变化这两种策略的规则,为企业正确实施变化管理提供一定的参考价值。

关键词: [革命性变化](#) [渐进性变化](#) [业务流程重组\(BPR\)](#) [变化管理](#)

Abstract: How to cope with the change is becoming a serious and unavoidable problem to every member of the companies. There are two viewpoints of change management strategies in research: one is revolutionary change and the other is evolutionary change. These two strategies have their own advantages and applicable scope. In this paper, the authors illustrate what is revolutionary change and what is evolutionary change, discuss the characteristics of the two different change management strategies, and compare their main similarities and differences from theoretical point. Then we conclude some useful rules of how to use the two different strategies under different conditions, and some cases will prove the practicability of our rules.

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